

**NH JJ Reform Commission  
Ethnic and Racial Disparities Subcommittee**

**Subcommittee Meeting Minutes**

**MEETING DATE:** February 23, 2023 11am-12pm

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**Attendees:** Richard Bergeron, SRO Hollis PD. – via zoom  
Eddie Edwards, Department of Safety – via zoom  
Nicole Rodler, Juvenile Diversion Coordinator – via zoom  
Claire Holston, Center for Justice and Equality – via zoom  
Ahni Malachi, NH Commission for Human Rights – via zoom  
Jennifer Archer, Juvenile Justice Services – via zoom  
D'Montae V., Youth Participant –via zoom  
Jorge Santana, LICSW – via zoom

**Absent:** Jasmine Gerow-Gathright, JPPO

**Transcriber:** Jennifer Archer, Juvenile Justice Services

**Meeting Discussion:**

The subcommittee choose to meet virtually in lieu of cancelation due to weather with the understanding that no decisions could be made.

The subcommittee debriefed the Juvenile Justice Diversity Equity and Inclusion Networking Forum that took place on February 9, 2023. Most reported feeling the event was a successful way of bringing together potential collaborators and engaging people. All felt the panel presentations were valuable and insightful. The panelists have not been consulted regarding their comfort with sharing the recording. The group discussed options for introduction of entities if similar forums are held in the future and the time frames to hold them within. Other feedback included that it was hard to hear in the back of the room; that a smaller more intimate setting may have been beneficial for the size audiences present; time for audience participation for reflections/questions/comments could help engagement; the group was able to stay focused on NH and juvenile justice topics; and networking time was successful.

The subcommittee reviewed QR code feedback from Forum attendees. The feedback included:

- How important is it to have a pathway or plan in place when leaving the system? What does the plan look like? What would it entail?
- Start on time and end in time. Consider including DEIJ coordinators from schools. What about navicular rehab? Definitely include disability in the mission.
- Haven – staff encouraged her to take next steps. What were they? How did they prep her? What resources did they expose her to?
- The youth panelists echo what I have heard from youth my entire career. I am glad they are able to bring these voices to adults care about shat they had to share.
- What times of mental health supports did you receive during your experience with the justice system? Where there any particular services that were most helpful?
- While being respectful to youth and families lived experience, please don't discard the experiences of those adults that work with youth day after day.

Valuable discussions occurred by all subcommittee members related to the QR code feedback. Members would like to learn more about the juvenile justice system, what transition planning, supports and services are available for youth ending probation and youth being released from residential care, as well as what training exists for juvenile probation officers who are engaged in the planning and discussions with youth and families. D'Montae shared his experiences with transitions. JJS Archer and Ms. Rodler discussed current and past juvenile justice practices around transitions. It was noted that youth transitioning from residential care receive higher levels of planning than those transitioning off probation supervision. Questions remain regarding the availability of mentors and systems supports for youth and families when they lose a juvenile probation officer after cases close. The group processed information shared during the youth panel regarding allegations that may need to be reported. The subcommittee wants to ensure the system is aware of harassment that exists and know what is being done about it. The group questioned if data around reports of abuse and neglect from programs is collected, if it can be reviewed, and if analyzing it could help understand if problems can be identified and how to support reporting.

The subcommittee will discuss further inviting an adolescent/permanency worker to a meeting so that more details about the current supports and services for youths transitioning are. Feedback will be shared with the JJRC and other subcommittees. Specifically the Youth and Families Subcommittee who is tasked with collecting feedback from youth involved in the system and the System's Improvement Subcommittee who is currently working on a systems mapping project. The subcommittee would like to work on exploring how to ensure youth are successful after release and case closure. The group would like to look into if DCYF has a best practice guide for interactions with youth for juvenile probation officers and child protection workers and if not encourage the creation of one that is informed by youth.

Members of the subcommittee who are not members of the larger JJRC were invited to attend the next JJRC meeting on March 13<sup>th</sup> 9-11am for the Juvenile Justice presentation being provided.

**Next Meetings:**

Juvenile Justice Reform Commission meeting

March 13, 2023 9am-11am Dolloff Building State Office, 3<sup>rd</sup> Floor, 107 Pleasant St., Concord

Ethnic and Racial Disparities subcommittee meeting

March 23, 2023 10am-11am Department of Safety 3<sup>rd</sup> Floor, 33 Hazen Drive, Concord

Juvenile Justice DEI Data Sharing Forum

April 20, 2023 2:30pm-4pm Department of Safety 3<sup>rd</sup> Floor, 33 Hazen Drive, Concord